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Minimum Qualification Specifications  
for the Classes:

NEUROTRAINING THERAPIST III  
NEUROTRAINING THERAPIST IV

Basic Education/Experience Requirement:

Graduation from an accredited four (4) year college or university with a bachelor's degree in psychology, nursing, special education, recreation or a related field, which included a minimum of 12 semester credit hours in a therapy-related area of study such as human growth and development and/or abnormal psychology.

Substitution of Experience for Education: Excess General or Neurotraining Experience as described below or other professional work experience which provided an applicant with knowledge, skills and abilities comparable to those acquired after completion of a four (4) year bachelor's degree curriculum as described above may be substituted for the basic educational requirement on a year-for-year basis.

Experience Requirement:

Except for the substitutions provided for in this specification, applicants must have had progressively responsible experience of the kind and quantity described below:

Class Title	General Exper (years)	Neurotraining Exper (years)	Total Exper (years)
Neurotraining Ther III	2	0	2
Neurotraining Ther IV	2	1	3

General Experience: Progressively responsible professional work experience in the rehabilitation, education, or treatment of persons with physical, emotional and/or mental disabilities which provided the applicant with an understanding of the limitations imposed by such disabilities, and knowledge of the principles, practices and techniques of training including operant conditioning, and the principles and practices of rehabilitation.

Neurotraining Experience: Neurotraining therapy work experience which provided the applicant with full professional understanding of the principles and practices of neurotraining

therapy, neurotraining diagnostic, evaluation and testing procedures, appropriate treatment activities and devices, trends and developments in neurotraining therapy services; and neurotraining therapy resources available in the community.

Supervisory Aptitude: Applicants for the IV level must show evidence of supervisory aptitude. Supervisory aptitude is the demonstration of aptitude or potential for the performance of supervisory duties through successful completion of regular or special assignments which involve some supervisory responsibilities or aspects; by serving as a group or team leader, or in similar work in which opportunities for demonstrating supervisory capabilities exist; by completion of training courses in supervision accompanied by application of supervisory skills in work assignments; or by favorable appraisals by a supervisor indicating the possession of supervisory potential.

Substitutions Allowed:

Substitution of Education for Experience:

1. Possession of a bachelor's degree from an accredited four (4) year college or university in recreational therapy which included a practicum in therapy may be substituted for one (1) year of General Experience.
2. Possession of a baccalaureate degree in occupational therapy from a school of occupational therapy approved at the time of graduation by the American Occupational Therapy Association, Inc., in collaboration with the American Medical Association; or in the case of a foreign-trained person, the credentials indicating completion of an occupational therapy education program, evaluated and approved by the Certification Committee of the American Occupational Therapy Association, Inc; and prescribed by the degree awarding school may be substituted for one (1) year of General Experience.
3. Graduation from a school of physical therapy approved at the time of graduation, by an agency recognized by either the United States Department of Education or the Council on Post-Secondary Accreditation; or in the case of a foreign-training person, a credentials evaluation, by a credentials evaluation agency recognized by the appropriate licensing agency of the State of Hawaii, indicating completion of an education program(s) that has been determined to be equivalent to entry level Physical Therapist education in the United States may be substituted for one (1) year of General Experience.
4. Possession of a master's degree in recreational, occupational, or physical therapy from an accredited four (4)

year college or university which included a practicum may be substituted for two (2) years of General Experience.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification:

Specialized knowledge, skills and abilities may be required to perform the duties of some positions. In such positions, certification may be restricted to eligibles who possess the pertinent experience and/or training required to perform the duties of the position.

Agencies requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Tests:

Applicants may be required to qualify on an appropriate examination.

Physical and Medical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Handicaps in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Director.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

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This is the first minimum qualification specification for the new classes NEUROTRAINING THERAPIST III and IV.

DATE APPROVED: 4/2/93

/s/Ann K. Kon  
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Director of Personnel Services